



# National Association of Steel Pipe Distributors

Ethics and Leadership In The Modern Era  
New Orleans, LA

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# Ethics and Leadership- Modern Age

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## Topic:

Why A Wider More Diversified Organizational & Personal Thinking Process About Leadership Ethics Is Arguably More Important Today Than Any Period in Recent History.

Location: New Orleans??





# What Is Changing?

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## Changes Impacting Ethics & Leadership: “Tangibles”

- Globalization
- Technology
- Information Accessibility
- Changing Demographics
- Financial Market Expectations
- Personal & Professional Blend\*



**FUN FACT:** *CareerBuilder 2018 Survey: 70 % of employers use social media to screen candidates during the hiring process, and about 43 % use social media to check on current employees.*



# What Is Changing?

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## Changes Impacting Ethics & Leadership: “Intangibles”

- Political Climate
- Social/Cultural Norms
- Changing Value & Principles
- Privacy & Respect



*“There was no respect for youth when I was young, and now I am old, there is no respect for age- I missed it coming and going”.*

*- J.B. Priestly*



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Traditional View: Ethics





# Ethics: Definition

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## **eth·ics**

Dictionary result for ethics

/ eTHiks/

*noun*

1. moral principles that govern a person's behavior or the conducting of an activity.
2. the branch of knowledge that deals with moral principles.





# Organizational Ethics: Traditional

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## Organizational

- **Policy & Programs: Guidelines For Desired & Acceptable Behavior**
  - Mission Statement
  - Principles & Values Statement
  - Annual Training
  - Onboarding



## Individual

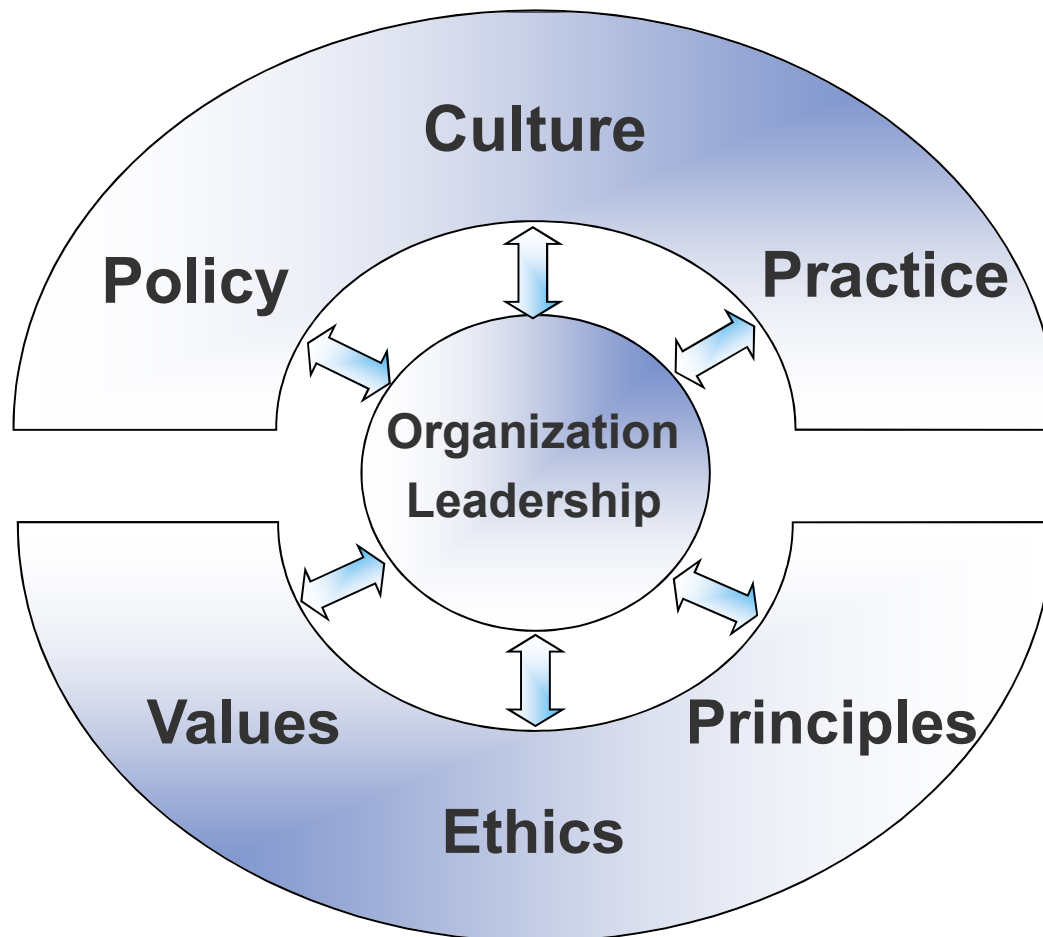
- **Common Sense Measurement**
  - Would You Want It Published In The Newspaper Or Shared Publicly?
  - How Would You Feel If The Actions Considered Were Taken On You?
  - What Purpose Does The Action Play To Achieve Organizational Objectives?
  - Trust Your Gut!





# Organizational Ethics: Traditional

## Organizational and Impact Context





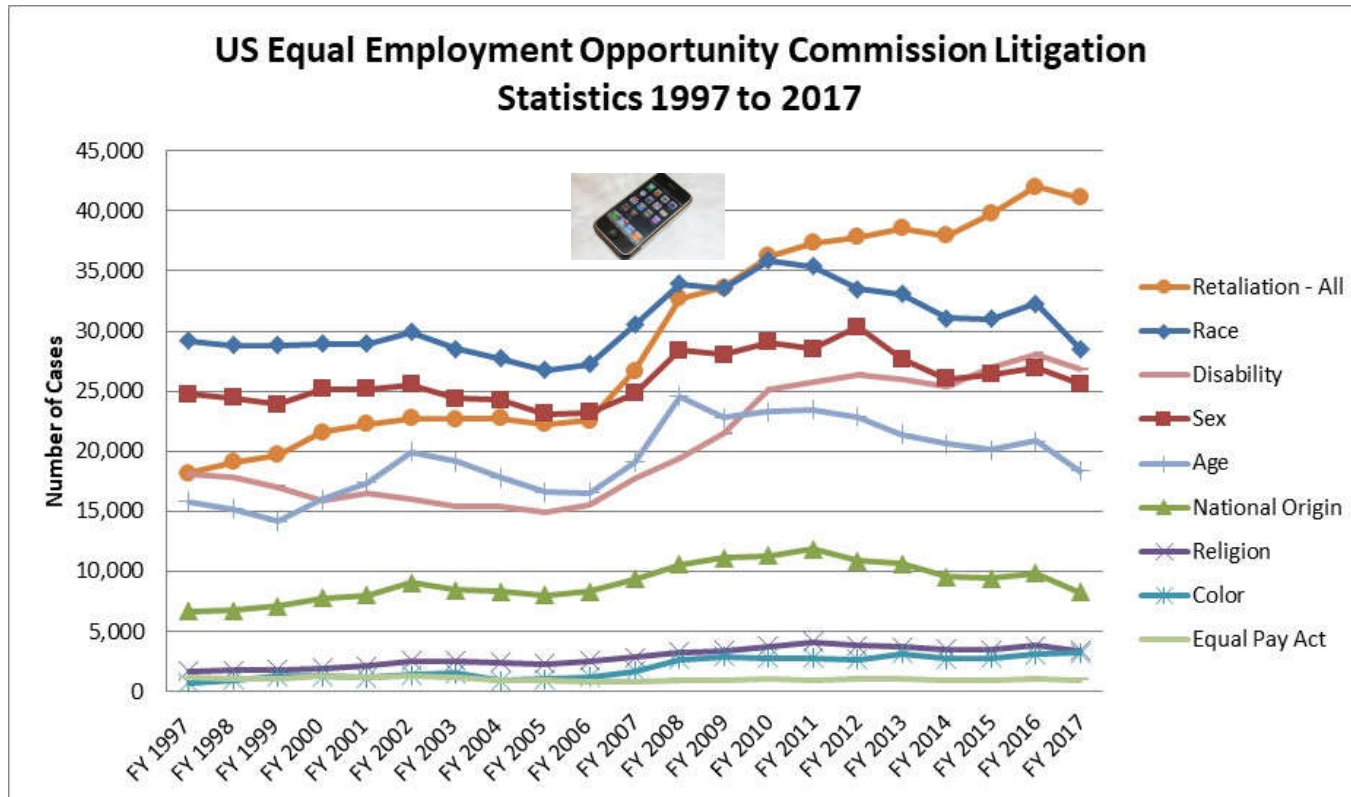
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Modern Era Considerations- What's Changing?



# Modern Era: What's Changing

## What Do The Numbers Say?





# Modern Era: What's Changing

## EEOC Data: What the Numbers Say

### ■ 2017 Report

EEOC	2017 Claims	2013-2017 (5 Year Trend)
Retaliation	41,097	Up +6.6%
Race	28,528	Down -13.7%
Disability	26,838	Up 3.4%
Sex	25,605	Down -7.5%

\*Source: EEOC Data

### ■ Historical Trend Impact Factors

- Fairly Large Swings In Types Of Annual Claims
- Greater Awareness of Anti-Discrimination Laws
- Changing Economic Conditions
- Increased Diversity and Demographic Shifts in U.S. Workforce
- Social Movements- Example: “Harvey Weinstein Era” (Oct 2017)
  - 2018 EEOC Data Shows 50% Increase in Sexual Harassment Suits



# Ethics, Principles, Values and Integrity

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The Real Importance Of Ethics In The Modern Era Does Not Lie in the “Known” It Lies In the “*Unexpected*”, “*Unintended*” & “*Illogical*” Realities Associated with Leading People.



*“Honesty Is Still The Best Policy, But Nowadays There Are Less Policy Holders Than There Used To Be.”*



# Ethics, Principles, Values and Integrity

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## Four Perspectives

- Legal
- Reputational/Social
- Financial
- Personal



# Ethics, Principles, Values and Integrity

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## What That Means To You: Legal

- 10.5% Chance Of Having An Employment Charge
- 318 Days: Average Resolution
- \$160,000: National Average Defense & Settlement Costs
- \$1 Million: Settlement Of 10% Wrongful Term & Discrimination Cases
- 67%: Ruled In Plaintiff's Favor When Taken To Litigation
- Little Or No Cost To A Plaintiff, But High Risks & Cost To Defend

**FUN FACT:** *1,338,678 licensed, active attorneys in the United States.  
Represents 15.2% rise over the past decade!*

Sources: Hiscox Guide to Employment Lawsuits. 2017, American Bar Association, 2018, Egan Nelson LLP, EEOC.

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# Ethics, Principles, Values and Integrity

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## What That Means To You: Reputational/Social





- Personal Behavior Linked More to Business
- Social Media Lives Forever, Whether True or Not
- 1 Picture = 1000 Words (*One Click Away*)
- Perception is Reality
- Social & Product Association

A Lie Can Travel  
Halfway Around The  
World While Truth Is  
Putting Its Pants On!



# Ethics, Principles, Values and Integrity

## Reputational/Social: Game Changer

Social Platform	Users	Communication Volume
Facebook 	2.2 Billion	31M Messages, 2.7M Videos (Per Minute)
Twitter 	326 Million	347,222 Tweets (Per Minute)
Instagram 	300 Million	30 Billion Photos in Last 4.5 Years
LinkedIn 	575 Million	40% Access It Daily

**FUN FACT: 88% Of Individuals Trust On Line Reviews As Much As Personal Recommendations**

Sources: White House Consumer Affairs, CIO & Vendsata





# Ethics, Principles, Values and Integrity

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## What That Means To You: Personal

- Time
- Physical Health
- Mental Health
- Relationships
- Future Behavior





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## Modern Era Considerations- Closing Points



# Ethics, Principles, Values and Integrity

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## Closing Thoughts:

- Great Industry
- It's Not "If", It's "When"
- Bad Actors Knows The System
- Judgement, Consistency & Truth
- Who You Are Can Be Your Best Defense
- Ethics= Good Economic Sense





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THANK YOU: Q & A